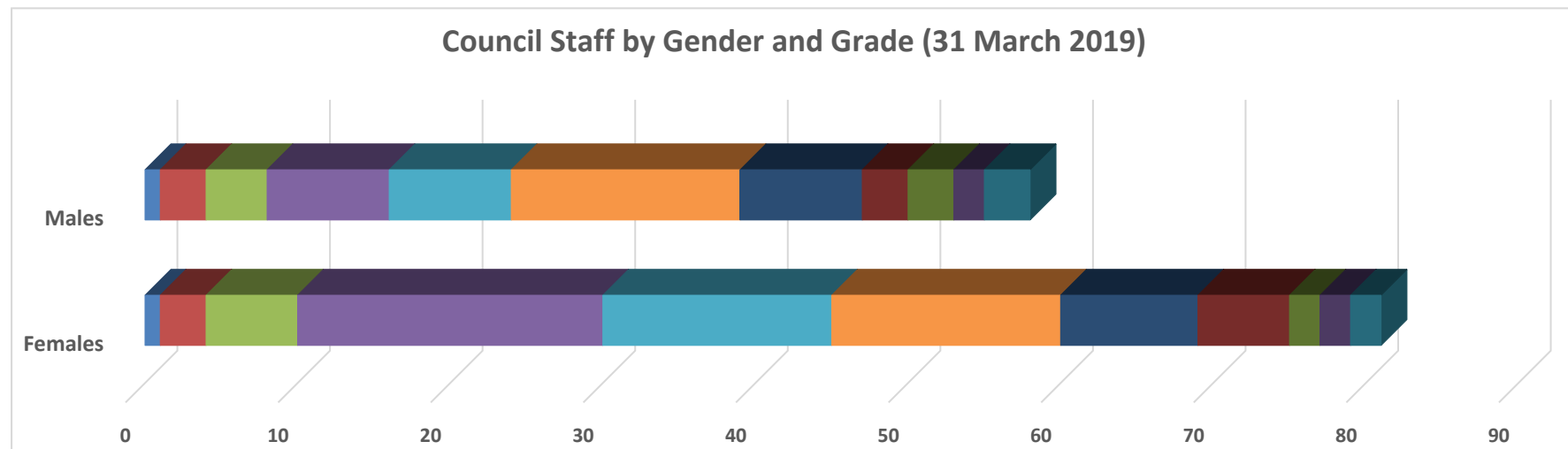


Appendix 4 A

APPENDIX 4 A

DISTRIBUTION OF COUNCIL STAFF BY GENDER & GRADE (STACKED DIAGRAM)

In the stacked diagram below all Council staff (males and females) are shown by grade (expressed as an hourly rate) from Apprentice through to Senior Manager (left to right): -



The *mean basic pay* for the 287 male staff is £ 18.57 per hour (i.e. Grade 7 equivalent) and for the 401 females £ 16.68 per hour (i.e. Grade 6 equivalent). The **mean basic pay gap** is the percentage difference between the two mean basic (hourly) pay rates, i.e. £ 18.57 (for males) and £ 16.68 (for females) which is in favour of males by 10.2%.

The *median basic pay* for the 287 males is the average of the 143rd and 144th values in the hourly pay of all males (i.e. £ 17.51 per hour or between the top of Grade 6 and bottom of Grade 7) and for the 401 females the average of the 200th and 201st values in the hourly pay of all females, i.e. £ 15.39 per hour (i.e. between the top of Grade 5 and bottom of Grade 6). The **median basic pay gap** is the percentage difference between the two median basic (hourly) pay rates, i.e. £ 17.51 (for males) and £ 15.39 (for females) which in favour of males by 12.1%.

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